

# **RECRUITMENT RULES**

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## GOVERNMENT OF PUDUCHERRY

## HOME DEPARTMENT

(G.O. Ms. No. 34, dated 23rd April 2015)

## NOTIFICATION

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, read with the Notification No. F. 5/4/65-GP, dated 11th January 1965 of the Ministry of Home Affairs, Government of India, New Delhi and in supersession of the notification issued in G.O. Ms. No. 5, dated 4-2-2013 of the Home Department, published in Supplement to the Gazette No. 8 of the 19th February 2013 and Corrigendum issued in G.O. Ms. No. 53, dated 22-8-2014 of the Home Department, published in the Gazette of Puducherry No. 36, dated 9th September 2014, save as respects things done or omitted to be done before such supersession, the Lieutenant-Governor, Puducherry hereby makes the following rules further to amend the rules regulating the method of recruitment to the post of Police Constable in the Police Department, Government of Puducherry, namely:—

1. *Short title and commencement.*— (1) These rules may be called the Government of Puducherry, Police Department (Police Constable – Group 'C') Recruitment (Amendment) Rules, 2015.

(2) They shall come into force from the date of their publication in the official gazette.

2. *Number of post, its classification and Pay Band and Grade Pay/Pay Scale.*— The number of the said post, its classification and the Pay Band and Grade Pay/Pay Scale attached thereto, shall be as specified in columns (2) to (4) of the Schedule annexed hereto.

3. *Method of recruitment, age-limit and other qualifications.*— The method of recruitment to the said post, age-limit, qualifications and other matters relating thereto, shall be as specified in columns (5) to (13) of the said Schedule.

4. *Disqualifications.*— No person,—

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to the said post:

Provided that the Lieutenant-Governor may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

5. *Power to relax.*— Where the Lieutenant-Governor is of the opinion that it is necessary or expedient so to do, he may, by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

6. *Saving.*— Nothing in these rules shall affect—

(a) the reservations, relaxation of age-limit and other concessions required to be provided for the scheduled castes, the scheduled tribes, ex-servicemen and other special category of persons in accordance with the orders issued by the Government from time to time in this regard; and

(b) the promotions and appointments already made in accordance with the rules hereby superseded.

## SCHEDULE

**RECRUITMENT RULES FOR THE POST OF POLICE CONSTABLE**


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1. Name of the post	: Police Constable
2. Number of posts	: 2003 posts (Two thousand and three) (2015) subject to variation dependent on work-load. <i>Note</i> : 33% of the posts are reserved for women category (Horizontal reservation).
3. Classification	: General Central Services – Group ‘C’ – Non-Gazetted – Non-Ministerial.
4. Pay Band and Grade Pay/Pay Scale	: Pay Band-1 ₹ 5,200-20,200 + Grade Pay ₹ 2,000
5. Whether selection post or non-selection post	: Not applicable
6. Age-limit for direct recruits	: Between 18 and 22 years (Relaxation of age as per rules in force). Relaxation of upper age-limit for Home Guards serving in the Union territory of Puducherry is up to 39 years. <i>Note</i> : (1) The crucial date for determining the age-limit shall be the closing date for receipt of applications. <i>Note</i> : (2) In case of the recruitment made through the Employment Exchange, the crucial date for determining the age-limit shall, in each case, be the last date up to which the Employment Exchanges are asked to submit the names.
7. Educational and other qualifications required for direct recruits.	: (a) A pass in Standard 10+2 or its equivalent; (b) Physical standard, physical efficiency, medical standard and written test as prescribed in the Annexure; (c) The Home Guards shall be exempted from written test and physical efficiency test prescribed for direct recruits.
8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	: No
9. Period of probation, if any	: Two years
10. Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods.	: 100% by direct recruitment of which 75% from among open candidates and 25% from among the Home Guards with minimum three years of service as Home Guards based on their seniority, subject to fulfillment of educational qualifications mentioned in column (7). <i>Note</i> : (1) The features of Transparent Recruitment Process recommended by the National Police Commission and adopted by the Government of India, as prescribed under procedure in the Annexure to the Schedule shall be scrupulously followed in the recruitment process.

*Note :* (2) The direct recruits shall undergo an induction course/capsule training course for one year in the Police Training School, Puducherry. The training will be conducted in English/Tamil. They will be given three chances to pass the requisite tests after training.

11. In case of recruitment by promotion/deputation/absorption, grades from which promotion/deputation/absorption is to be made. : Not applicable
12. If a Departmental Promotion Committee/Recruitment Committee exists, what is its composition? : *Recruitment Committee for direct recruitment consisting of —*
- |   |              |
|---|--------------|
| (i) Senior Superintendent of Police (In-charge of Establishment). | . . Chairman |
| (ii) Superintendent of Police (PoP)                               | . . Member   |
| (iii) Superintendent of Police (HQ) (Head of Office).             | . . Member   |
13. Circumstances in which Union Public Service Commission is to be consulted in making recruitment. : Not applicable

## ANNEXURE

### PROCEDURE / STANDARDS FOR CONDUCTING PHYSICAL MEASUREMENT TEST, PHYSICAL EFFICIENCY TEST, MEDICAL EXAMINATION AND WRITTEN TEST FOR THE RECRUITMENT OF CONSTABLE (MALE AND FEMALE) IN PUDUCHERRY POLICE, PUDUCHERRY

#### 1. Physical measurements :

#### Physical Standards: Eligibility conditions

	Men	Women
Height	Not less than 165 cms.	Not less than 154 cms.
Chest	81-86 cms. with minimum expansion of 5 cms.	—
Weight	Body Mass Index (BMI) should be 18.50 to 29.9 Kg./M <sup>2</sup>	45 kgs. minimum

$$BMI = \frac{\text{Weight of person in Kg.}}{\text{Height of the person in M}^2}$$

Physical measurements as prescribed in the eligibility conditions of the candidates will be done by the experts from the Education Department under the overall supervision of the Senior Superintendent of Police (HQ).

Entries regarding physical measurements and physical efficiency test would be made in bound register (and not on loose sheets) and also in columns, provided for the purpose in the application forms, on the spot, at the time of measurement/test by the officer who takes the measurement in his own hand. No overwriting/erasing would be done under any circumstances and all legitimate corrections would be personally attested by the officer concerned and handed over to the Senior Superintendent of Police (HQ) who will scrutinise the records for their correct preparation and ensure their safe custody.

2. *Appeal*.— The appeal made by any candidate on the same day of the physical test will be examined and the decision of the Senior Superintendent of Police (HQ) in respect of the appeal shall be final.

3. *Physical efficiency test (only for direct recruits)\**

**For male candidates**

	Events	Minimum standard to acquire
Stage-I	800 metres run	2 minutes and 50 seconds
Stage-II	Long jump	3.80 metres
Stage-III	High jump	1.20 metres
Stage-IV	100 metres run	15.00 seconds.

*Note :* (1) All the above events are compulsory.

(2) Each stage is a qualifying stage by itself for the next stage *i.e.*, only the candidates who qualifying in the Stage-I, will be eligible for the Stage-II, and so on.

\* Ex-servicemen will not be required to pass physical efficiency test. They will be eligible to appear for the written test if they possess the minimum physical measurements and pass the medical examination.

**For female candidates**

	Events	Minimum standard to acquire
Stage-I	200 metres run	45.00 seconds
Stage-II	Long jump	2.75 metres
Stage-III	High jump	0.9 metres

*Note:* (1) All the above events are compulsory.

(2) Each stage is a qualifying stage by itself for the next stage *i.e.*, only the candidates who qualify in the Stage-I, will be eligible for the Stage-II, and so on.

4. *Medical examination*.— The candidates who pass the physical efficiency test shall be medically examined by various Specialists in General Hospital/Maternity Hospital, Puducherry and finally certified by the Assistant Director (RMO) under the supervision of Medical Superintendent, General Hospital, Puducherry.

**MEDICAL STANDARDS TO BE MET**

(a) Eyesight : **Distant vision—**

I. Normal - Both eyes should be 6/6

(OR)

(1) Better eye with correction 6/6

(2) Worse eye vision 6/12 (without correction)

(OR)

Both eyes should be 6/9

**Near vision—**

Normal - Both eyes should be JI

(OR)

Better eye with correction JI and worse eye without correction JII.

II. Free from colour blindness.

- |     |                      |   |  |
|-----|----------------------|---|--|
| (b) | Hearing              | : | Free from any disability   |
| (c) | Defects or deformity | : | Free from any defect or deformity of limbs.  |
| (d) | Disease              | : | Free from hernia, piles, respiratory disease, diabetes or any other disease, which will adversely affect the work of Police Constable.                               |
| (e) | Other                | : | (i) Should not be flat-footed or suffering from knocked knees and bow legs; and<br>(ii) Should not be obese BMI more than 29.9 kg./m <sup>2</sup> will be discarded. |

*Procedure.*— (1) The testing procedure, time and venue would be decided and subject to change by the Senior Superintendent of Police (HQ) as and when the necessity arises.

(2) Start of the running events would be only by movement of flag.

(3) Standardised digital height and weight devices with digital display monitors would be used for measuring height and weight.

(4) CCTV technology to videograph the various stages of recruitment would be used.

(5) Optical Mark Recognition (OMR) / Optical Character Recognition (OCR) technology would be used for all application forms as well as for all examinations.

(6) Biometric devices would be used to eliminate duplication and impersonation.

(7) e-Recruitment application software for entire process from application to final merit list generation would be used to facilitate accuracy, minimise cumbersome manual documentation and negate tampering.

(8) Bar Code Reader would be used to scan admit cards.

(9) The physical efficiency test would be administered and performance recorded by the physical education experts of the Education Department under the overall supervision of the Deputy Inspector-General of Police.

(10) The physical measurement, physical efficiency test and medical examination and written test will be conducted at Puducherry.

(11) The candidate should be informed about his eligibility/status at all stages and issue of rejection slips stage-wise.

5. *Written test.*— (i) All candidates (male or female) who qualify the physical standards and physical efficiency tests and medical examination, shall undergo a written test. The questions will be of objective type and will be generally of S.S.L.C. standard. The question paper will be in two parts each of two hours duration, consisting of:—

Sl. No.	Subject	Maximum marks
<b>PART – I</b>		
1	Mathematics	30 (Thirty)
2	Physical Science	35 (Thirty-five)
3	Biology and Human Physiology	35 (Thirty-five)
<b>Total</b>		<b>100 (Hundred)</b>
<b>PART – II</b>		
1	History	30 (Thirty)
2	Geography	30 (Thirty)
3	General Knowledge and Current Events	40 (Forty)
<b>Total</b>		<b>100 (Hundred)</b>
<b>Grand Total</b>		<b>200 (Two hundred)</b>

(ii) The written test will be in English and regional languages (*i.e.,*) for Puducherry and Karaikal in Tamil, for Mahe in Malayalam and for Yanam in Telugu. It will however, be clarified to all the candidates that after selection, the training course will be in English and Tamil and all candidates have to learn and pass in Tamil language.

(iii) After evaluation and preparation of result sheets, the answer sheets will be sealed and handed over to the Senior Superintendent of Police (HQ) for safe custody. Application forms/dossiers of candidates, who fail in the examination and application forms/dossiers of candidates who are included in the panel list will be retained till the declaration of result of next recruitment.

6. *Final list of selected candidates.*— The final list will be declared separately for general candidates/ SC / ST and OBC / MBC. The candidates of general category securing 40% of marks and SC / ST / OBC / MBC candidates securing 35% marks in aggregate, in the above test held may be considered to have qualified in the test finally and would be eligible for consideration for recruitment as Constable in Puducherry Police, subject to availability of vacancy in various categories. Wherever, suitable candidates are not available, then criterion in aggregate marks may be lowered with the prior approval of Director/Inspector-General of Police. The result of successful candidates will be hosted on the Government/Departmental website at the end of test/recruitment.

7. *Relaxation of standard for candidates belonging to SC/ST/MBC/OBC.*— In case of requisite number of SC/ST/MBC/OBC candidates do not qualify in the select list up to the seats reserved for them, the Recruitment Committee will have full discretion to recommend SC/ST/MBC/OBC candidates who get next lower place in the examination except where such authority considers that the minimum standard necessary for the maintenance of efficiency of the administration, has not been reached.

(By order of the Lieutenant-Governor)

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